

Strategic Review of Equalities and Diversity Recommendations

Recommendations in order of timescales as at 8th September 2006

No.	Action	Timescale	Work Undertaken	Lead Organisation
R.9	<p>That the West Midlands Regional Assembly explicitly adopts equalities and diversity as central principles of all aspects of its work and takes on a regional leadership role upon endorsement of this report by the West Midlands Regional Assembly. Partners must have a clear understanding that this does not replace individual responsibilities of partners to collectively address issues.</p>	Completed	<p>Review and Recommendations endorsed by WMRA on 18th January 2006 and a Director for Equality & Diversity appointed.</p> <p>Equality & Diversity reflected in WMRA Business Plan.</p> <p>This work will continue to be taken forward through the Equality & Diversity Director and the Regional Strategic Partnership.</p> <p>Equality & Diversity sub-groups have been set-up to contribute to work on regional strategies to ensure equality and diversity issues are adequately addressed.</p>	West Midlands Regional Assembly
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R.4	That Regional Concordat partners nominate an identified Board Member, Elected Member or Senior Officer as an internal Equalities and Diversity Champion by 31 st March 2006.	31 st March 2006 Review: 30th September 2006	Most Partners already have a Champion in place although some are finding this difficult. Review again in the light of changes in the Concordat Partnership timing on R.11 refers. Paper prepared for discussion at the Partnership meeting of 22 nd September 2006.	West Midlands Regional Concordat Partners
R.5	That a new Regional Partnership Body be established under the aegis of the West Midlands Regional Assembly to replace the Social Inclusion Partnership with a first meeting of core members to be held during April 2006.	April 2006 Completed	Members of the Social Inclusion Partnership advised by letter of the closure of this group. Regional Assembly Board approved format of new Regional Strategic Partnership for Equality & Diversity on 10 th March 2006. New Partnership met for the first time on 28 th March 2006. Several areas still to be covered – potential new members identified but need to be endorsed by the Assembly Board. Part of wider review of membership and governance of Assembly partnerships. Membership will be reviewed in the light of this work and on an annual basis.	West Midlands Regional Assembly
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R. 1	That the West Midlands Regional Assembly and Sustainability West Midlands ensure that the social aspects of the Regional Sustainable Development Framework are developed further within the final version. In particular it should demonstrate how actions to address equality and diversity issues can impact on other policy areas.	April 2006 Completed	Members of new Partnership and the Review Panel for E&D invited by letter on 23 rd February 2006 to comment on the RSDF. RSDF Workshop took place on 28 th March 2006 with Partnership members. Partnership comments submitted to RSDF Task Group on 7 th April 2006. Details of work undertaken by Partnership during 2005/06 and planned work for 2006/07 provided to the RSDF Task Group on 2 nd June 2006. Version.2 of RSDF completed in July 2006.	West Midlands Regional Assembly Sustainability West Midlands
R.10	That a secretariat is developed to support regional working with clear progress demonstrated by 31 June 2006. An initial approach could be the creation of a "virtual secretariat", made up of individuals within various organisations who provide a proportion of their time to support joint working.	30 th June 2006 Completed	Meetings held with West Midlands in Europe to discuss the strengths and weaknesses of a virtual secretariat and how it could work for Equality & Diversity. No supporting finances in place. Options paper discussed at the Partnership at the meeting of 26 th July 2006. Partnership agreed to work through supporting sub-groups which have been / are being established and to review regularly.	West Midlands Regional Assembly
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R.2	That Sustainability West Midlands actively works to strengthen its membership from the social sector and explore how equalities and diversity issues impact on all aspects of its work. This should be included as an action in their annual business plan to be published in July 2006.	July 2006 Completed	This work is being taken forward by SWM – confirmed at a meeting on 13 th February 2005. SWM advised of further work in this area at the Partnership meeting of 26 th July 2006. This work will also be carried on through the Social Capital Equalities and Diversity (SCED) Programme. The Partnership will act as the SCED Steering Body. SWM Members' meeting of 14 th September to address this issue further.	Sustainability West Midlands
R.3	That the sustainable development monitoring mechanisms adopted by the West Midlands Regional Assembly make specific references to how equality and diversity issues are being addressed. The guidance for this annual report to the West Midlands Regional Assembly Annual General Meeting held in July should include specific questions in relation to equality and diversity issues.	July 2006 Completed	Equality & Diversity Director liaised with the WMRA Lead to ensure that equality and diversity issues were included in the WMRA AGM report.	West Midlands Regional Assembly
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R.11	That the Regional Concordat is amended by July 2006 to include a specific commitment to valuing all citizens and giving all communities and individuals the chance to contribute to regional renaissance.	July 2006 Completed	Section covering Equality & Diversity now included in Version 3 of the Concordat by the Equality & Diversity Director. Number of signatory organisations has risen to 15. Regional Concordat revised Version 3 published and endorsed by the Regional Assembly on 12 th July 2006.	West Midland Regional Concordat Partners
R.12	That the new Regional Partnership Body develops a website to allow sharing of research, good practice and information including links with clear progress demonstrated by autumn 2006.	Autumn 2006 Completed	A site on Equality & Diversity within the WMRA website covering the work of the Partnership, including minutes and related papers for Partnership meetings etc. with also the provision of hyperlinks to related sites has been completed. Partnership agreed that the WMRA website proposal met with the requirements of R.12 at their meeting on 26 th July 2006. CEHR, when established, is likely to have a national site covering related equality and diversity issues in more depth.	Regional Strategic Partnership Body
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R.7	That the nervousness about issues and terminology within the region is addressed by the development of appropriate “branding” including a recognisable name and status for the new Regional Partnership Body. This should be agreed and in place so it can be launched at the regional summit (see Recommendation 6) by autumn 2006.	Autumn 2006	<p>R.7 discussed at the Partnership meeting of 28th March 2006.</p> <p>Some members felt that the “Equality & Diversity” title was sufficient. However, it was agreed that there was a need for further discussion.</p> <p>Discussed at the Partnership meeting of 26th July 2006. Paper prepared for further discussion at the Partnership meeting of 22nd September 2006.</p>	Regional Strategic Partnership Body
R.6	That the new Regional Partnership Body organises a regional summit to be held by autumn 2006 to provide a “safe space” for regional leaders to discuss equality and diversity issues facing the region in an open and honest way.	<p>Autumn 2006</p> <p>New Timescale agreed by Partnership of:</p> <p>January 2007</p>	<p>Discussed briefly at the Partnership meeting of 28th March 2006. Related paper further discussed at the Partnership meeting of 26th July 2006. Agreed to post-pone this event until late January 2007 when further information about the CEHR will be available.</p> <p>Paper prepared for discussion at the Partnership meeting of 22nd September outlining preparations for the event: GOWM assisting with the preparation, conference facilities and facilitators for 4 pre-events and the main event (except conference facilities). Ruth Kelly invited to speak at the event.</p>	Regional Strategic Partnership Body
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R.8	That a priority of the new Regional Partnership Body is to develop options by September 2006 for the proposed regional CEHR presence and how this will link to existing and proposed regional structures.	September 2006 Completed	<p>Meeting held with DTI on 2nd March 2006. Timescale brought forward to meet its deadlines.</p> <p>Large consultation event with DTI and 60 regional stakeholders held on 28th April 2006.</p> <p>Proposals on WM Regional preference for CEHR endorsed by the Regional Assembly Board on 2nd June 2006.</p> <p>Proposal paper submitted to DCLG (previously DTI) on 12th June 2006.</p> <p>Policy Lead of CEHR Transition Team to attend Partnership meeting of 22nd September to discuss matters in more detail.</p>	Regional Strategic Partnership Body
R.13	That Concordat Partners carry out an audit of their internal processes and delivery arrangements by 31 st December 2006 in the light of this review to identify areas for improvement and joint working.	31 st December 2006	Further discussions required with all Partners. Some Partners have already indicated their willingness and ability to take this forward.	West Midland Regional Concordat Partners
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R.14	That the new Regional Partnership Body establishes a regional commission to examine how regional partners can contribute to the understanding, development and achievement of community cohesion goals. Clear progress should be demonstrated by 31 st December 2006.	31 st December 2006	<p>Discussed at Partnership meeting of 28th March 2006.</p> <p>Equality & Diversity Director met with WM Regional Observatory on 21st March 2006 and GOWM on 7th April 2006 to look at ways in which this work can be taken forward.</p> <p>Equality & Diversity Director and GOWM met with Ted Cattle on 4th September 2006 to discuss related issues for the region. Sub-group established to take forward this work. Paper prepared for discussion at the Partnership meeting on 22nd September 2006 to look at proposed objectives for the sub-group.</p>	Regional Strategic Partnership Body
R.15	That the new Regional Partnership Body encourages bodies currently providing regional awards to include an equalities and diversity element for awards to be made in 2007 and thereafter.	2007	<p>WM Business Council supportive, when initially raised with them in February 2006.</p> <p>Consideration to be given to placing the focus on media coverage of successful organisations/ individuals rather than financial reward.</p> <p>Meetings arranged with Race for Opportunity and business organisations to discuss further.</p>	Regional Strategic Partnership Body